



Institute of
Professional
Management



Management Today™: Workplace Updates

IPM Spring Conference • CALGARY • May 2, 2017

9:00 a.m. to 4:00 p.m. (Continental Breakfast at 8:30 a.m.)

Hotel Blackfoot

5940 Blackfoot Trail SE, Calgary

Cost for the **Full Day Conference** includes breakfast, lunch, two coffee breaks, all sessions and handout materials.



Early Bird Registration:

Payment and registration must be received by
February 17, 2017.



Sponsored by: Association of Professional Recruiters of Canada • Canadian Management Professionals Association • Canadian Association of Assessment Specialists • Canadian Professional Trainers Association

Get your registration in by **February 17, 2017**
and become eligible to
win training programs worth \$1000!



Duncan Marsden

Today's Critical Issues in Employment Law

Duncan Marsden, LL.B., Partner/Regional Leader, Borden Ladner Gervais LLP

Managing people today in a truly diverse and changing world has its challenges. This presentation will address tips and recent developments in the following areas:

Δ Social Media — an employer's best friend and worst enemy

- Real-life examples of social media issues in the workplace
- Legal framework — Privacy legislation and the "intrusion upon seclusion"
- Employer's rights to monitoring social media versus an employee's rights to privacy
- Tips for implementing social media policies in the workplace
- Discipline for social media misuse

Δ Constructive Dismissal: Recent cases and practical considerations

Δ Drug and Alcohol Testing: Recent cases and strategies



Jeff Aplin

Human Cloud, Gig Economy and the Future of Recruiting in Canada

Jeff Aplin, President, David Aplin Group

Explore current trends in recruitment and how they are shaping the future of staffing and recruitment in Canada. Throughout history, the nature of work periodically experiences transformational changes from assembly line workers in the early 20th century to the rise of the knowledge workers around 1990 and now to the gig economy and the human cloud. Examine the thinking behind some of the largest strategic moves in the staffing industry over the past year. The recruiting industry is an agency business model however the digital age is quickly changing how candidates and employers connect. Discuss how industries go from severe labour shortages to high unemployment. Gain valuable insights on how technology is changing models of employment. Look at the big picture of macro-economic trends affecting employment and link them to the question of what this all means and how it affects you.



Laurel Benson

Maximize Your Role in Successful Organizational Change

Laurel Benson, Owner/Principal Consultant, Phronesis Consulting Inc.

Do you know that the #1 contributing factor to successful change is active and visible sponsorship of that change? This means that how you perform in your role as a leader can mean the difference between success and failure when it comes to the change initiative.

When organizations initiate change, they often engage professional Organizational Change Management (OCM) resources to help manage the people side of the change. The role of OCM is to help mobilize and support those within the organization responsible to lead others through the change. Explore the roles that you as managers may be asked to play and the activities you may be asked to perform in your role of leading people through change. From sponsoring the change at an executive level to helping to champion, communicate, motivate, interpret and role model the change to teams throughout the organization, your role as a leader is critical. Learn how to implement truly successful change.



George Raine

Changing Problem Behaviour without Discipline

George Raine, President, Montana Consulting Group

Explore the proven Turnaround Interview® technique for coaching employees to break bad workplace habits without using or threatening discipline. This technique corrects minor but persistent problems like lateness, excessive breaks, missing deadlines, negative comments, improper use of work time and similar behaviours.

Learn how and why people naturally defend bad workplace habits and why they resist change. Discover how to use that knowledge to overcome the resistance and how to make the change stick. Gain insights on controlling the flow of the conversation and phrasing your questions to get the best chance of success. This new high-impact approach will get you to rethink your instinctive approaches to these tough conversations with employees.

